

they can make up lost time on their pensions if they want to pay more into it. It does an awful lot for low- and medium-paid employees so that they can make up for the fact, if they want to save more for retirement, that the present 25-percent limit doesn't allow them to do that.

The bottom line is, why would any President want to veto such a good bill?

I yield the floor.

The PRESIDING OFFICER. The Senator from Ohio.

Mr. VOINOVICH. Mr. President, in keeping with the back and forth, would it be all right for me to speak for up to 15 minutes?

Mr. REID. Mr. President, I want to be as agreeable as possible, but the Senator from Idaho took 15 minutes instead of 10 minutes, and the Senator from Iowa took 15 minutes rather than 10 minutes, and I called my friend from Wisconsin, who rushed over here and dropped everything to speak.

Mr. FEINGOLD. Mr. President, I ask if I could have unanimous consent to speak for 30 minutes after the conclusion of the remarks of the Senator from Ohio.

The PRESIDING OFFICER. Without objection it is so ordered. The Senator from Ohio is recognized.

#### CHANGE OF VOTE

Mr. VOINOVICH. Mr. President, on rollcall vote No. 289, I inadvertently voted yea, when I intended to vote nay. I ask unanimous consent that on rollcall vote No. 289, I be permitted to change my vote from yea to nay, which in no way will change the outcome of the vote.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### NOTHING TO BRAG ABOUT

Mr. VOINOVICH. Mr. President, this is the day the Lord has made; let us rejoice and be glad. This is Sunday, when it is the Sabbath for millions of Americans. Many of my colleagues have explained why we are here today, but I hope this is the last Sunday that the Senate, the U.S. Congress, is in session unless it is for a crisis of national or international concern. I hope this is the last Sunday that we would be here for anything but that.

Next Tuesday, the citizens of this nation will go to the polls and elect the next president of the United States. One of the first challenges that the new president will face is the need to recapture what has been lost for a generation of Americans: trust in the Federal Government.

The American people used to believe in the competence of the Federal Government to provide services and meet this nation's needs in a variety of ways. Unfortunately, in too many instances, this is not happening. Today, the Federal Government is held out as a source of scorn and ridicule.

The fact of the matter is that the Federal Government has brought most of this on itself through a gross inattention to management.

In 1993, Vice President GORE launched his "Reinventing Government" initiative. Purported to make government "work better and cost less," it had every intention to turn the diminished reputation of the Federal Government around.

However, this initiative will be remembered not for its modest accomplishments, but for missed opportunities. It has rejected bold efforts to reform Federal programs and personnel issues, and actually contributed to the growing human capital crisis that will be a major headache of the next administration.

It will be one of the most formidable tasks of the next administration.

As we have all seen, the Vice President is trying to run away from the label of being for "Big Government." In recent remarks in Arkansas, and in the presidential debates, he pointed to Reinventing Government as proof that he favors small government.

He claims credit for shrinking the Federal Government by 300,000 positions. In the third Presidential debate held earlier this month, the Vice President boasted that, due to his efforts, the Federal Government is "now the smallest that it has been since . . . John Kennedy's administration."

The Vice President's record of reinventing government is second only to his record of inventing the Internet for genuine achievement and accuracy.

The truth is: more than 450,000 positions have been removed from the Federal Government since January 1993, not 300,000 as the Vice President claims. However, his offense lies not just in the fuzzy math but also in taking credit for reductions where he does not deserve it.

More than 290,000 of the personnel cuts that were made—64 percent of the total—came from the departments of Defense and Energy. These cuts were made at the end of the Cold War in the resulting Pentagon budget reductions, as well as through four rounds of military base closings.

My colleagues should be aware that this process began before the advent of the Clinton-Gore administration and existed independently of the Reinventing Government initiative.

Other significant personnel reductions were also independent of Reinventing Government, including 15,000 employees of the Federal Deposit Insurance Corporation who were downsized at the end of the savings and loan crisis, and 8,500 employees of the Panama Canal Commission—now just a force of seven after the canal's hand off to Panama.

In truth, most of the non-defense positions discussed by the Vice President have not been eliminated, but merely transferred to the private sector through Federal contracts and Federal mandates. Paul Light, of the highly-re-

spected Brookings Institution, has documented a "shadow workforce" of almost 13 million contractors, grantees, and state and local government employees who serve as a de-facto extension of the Federal workforce—yet without the oversight and accountability. Evidence suggests that oversight of the contractor workforce is poor, yet contract managers were targeted for downsizing by Reinventing Government.

Far more noteworthy than the Vice President's characteristic exaggerations, however, is the sorry state of the civil service seven years after Reinventing Government was initiated.

As chairman of the Senate Subcommittee on Oversight of Government Management, I have led an ongoing review of overall government performance. I have found an appalling lack of forethought by the Clinton-Gore administration toward workforce planning as well as the training and development of Federal employees. The "A-Team," the people who get the job done, and who, for the last 7 years, have been ignored.

In testimony earlier this year before my subcommittee, nonpartisan experts testified that inattention to management has taken a heavy toll on the ability of the Federal workforce to do the job the American people deserve and expect.

Don Kettl, from the University of Wisconsin, testified:

The problem is that we have increasingly created a gulf between the people who are in the government and the skills needed to run that government effectively.

Paul Light of the Brookings Institution put it more bluntly. He testified that the downsizing initiated by Reinventing Government:

Has been haphazard, random, and there is no question that in some agencies we have hollowed out institutional memory and we are on the cusp of a significant human capital crisis.

The U.S. General Accounting Office may well designate human capital as a Federal "high risk" area when it releases its next series on government high risk problems in January 2001. The numbers are alarming, and most of the people are not aware of this, even Members of this body.

Right now, the average Federal employee is 46 years old. By 2004, 32 percent of Federal employees will be eligible for regular retirement, and 21 percent more will be eligible for early retirement.

Taken together, more than half the Federal workforce—900,000 employees—could potentially leave in just 4 years. Obviously, if that happens, neither Vice President GORE nor Governor Bush would have any problems meeting their campaign promises regarding this nation's Federal workforce.

Regrettably, the Clinton-Gore administration squandered 7 years before getting serious about this potential retirement wave. Indeed, Reinventing Government targeted human resources,